



2024 / 2025

Environmental, Social & Governance Report

Reporting on our progress, actions, and transformations we've achieved so far in relation to the Sustainable Development Goals





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Message from Unsworth Group CEO

At Unsworth, sustainability is becoming an increasingly important part of how we operate, support our customers and create long-term value.

The logistics industry plays a critical role in enabling global trade, but it also carries a responsibility to address environmental and social challenges. As customer expectations, regulatory requirements and stakeholder demands continue to evolve, we recognise the importance of building a resilient, transparent and responsible business.

Throughout the 2024/25 financial year and continuing into 2025/26, we have continued to strengthen our Environmental, Social and Governance (ESG) framework, reinforcing our commitment to responsible and sustainable business practices. We enhanced emissions reporting capabilities, expanded sustainable procurement initiatives and increased transparency across our supply chain operations. We also continued investing in our people, fostering an inclusive culture and supporting employee wellbeing and professional development.

While we are proud of the progress made, we recognise that sustainability is a journey of continuous improvement. Through collaboration with our customers, suppliers, employees and industry partners, we remain committed to delivering meaningful change and helping build more sustainable supply chains.

This report highlights our progress, our challenges and the actions we are taking to create lasting value for our stakeholders and future generations.

Richard Hogg
Group Chief Executive Officer



About Unsworth

Unsworth is a leading international logistics and supply chain solutions provider, supporting customers with freight forwarding, customs services, fulfilment and supply chain management across global markets.

For more than 50 years, we have helped businesses navigate increasingly complex international supply chains through innovative logistics solutions, technology-enabled visibility and exceptional customer service.

Our approach combines operational expertise with a commitment to responsible business practices, ensuring that sustainability, ethics and long-term value creation remain central to how we operate.



Our Values

Caring

We deeply care about our customers and our people. People are our greatest asset, and our management are focused on helping our teams to thrive. Team members also work collaboratively to help each other.

Driven

We set high standards of ourselves, our people and delivering a great service to our customers. We welcome change, we always like to push beyond our boundaries and we strive to improve our skills every day. Driving better performance every day is one of our top priorities.

Entrepreneurial

Entrepreneurial spirit and behaviour is engrained into our ethos from the original founders to the current leadership. We are always looking to find new ways to improve the bottom and top line, as well as customer experience, through innovative solutions and the creation of new opportunities.

Our ESG Commitment

We believe sustainable supply chains are built through collaboration, transparency and continuous improvement.

By working closely with customers, carriers and suppliers, we aim to reduce environmental impacts while supporting positive social and economic outcomes throughout the value chain.

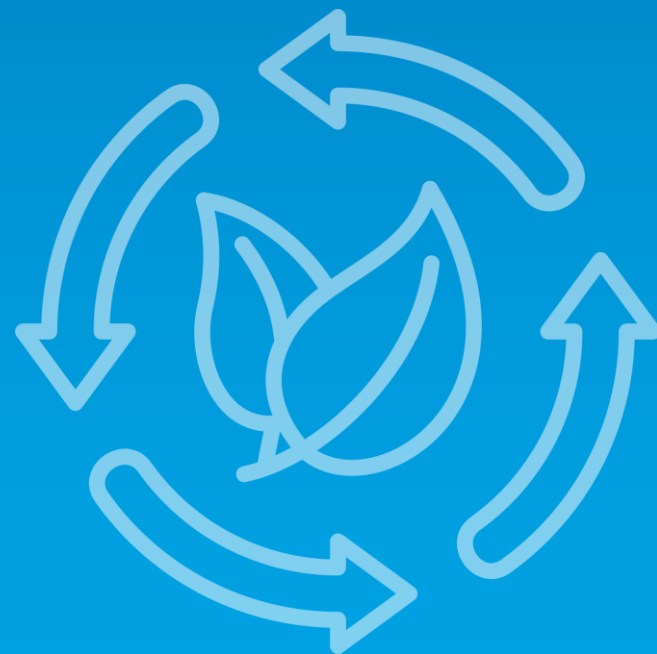




The 17 Sustainable Development Goals

Unsworth recognises the importance of the United Nations Sustainable Development Goals (SDGs) as a global framework for sustainable development.

The SDGs help guide our ESG strategy and ensure that our activities contribute positively to environmental protection, social wellbeing and responsible economic growth.



Our Priority Areas

Based on the nature of our business and where we can have the greatest impact, we have identified five priority goals that align most closely with our ESG strategy and operations.

SDG 8: Decent Work and Economic Growth	SDG 12: Responsible Consumption and Production	SDG 13: Climate Action	SDG 14: Life Below Water	SDG 17: Partnerships for the Goals
<p>Creating a safe, inclusive and rewarding workplace while supporting employee development and long-term career opportunities.</p>	<p>Promoting sustainable procurement, responsible resource management and improved supply chain transparency.</p>	<p>Measuring, reporting and managing emissions while supporting customers with carbon transparency and sustainable logistics solutions.</p>	<p>Supporting responsible freight and supply chain practices that help minimise environmental impacts on marine ecosystems.</p>	<p>Collaborating with customers, suppliers, technology providers and industry partners to drive positive sustainability outcomes.</p>



Through our Environmental, Social and Governance (ESG) programme, we aim to create positive impacts across our operations and supply chain by improving environmental transparency, empowering our people, strengthening responsible governance and supporting more sustainable global trade.

Our ESG Strategy & Objectives

Our ESG strategy is built around three interconnected pillars that support responsible business growth, create long-term value and guide decision-making across our operations and supply chain.

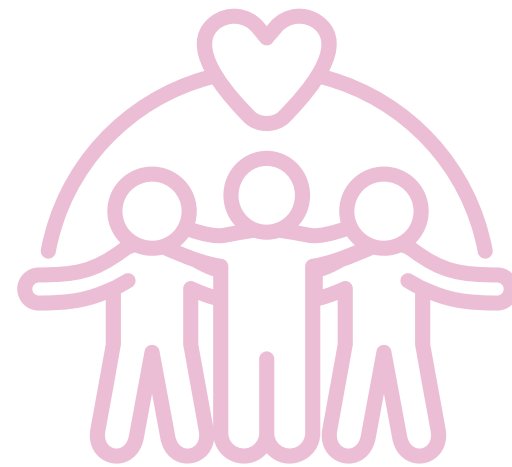


Together, these three pillars provide the foundation of our ESG programme and help ensure sustainability considerations are embedded throughout our business, supporting responsible growth, resilient supply chains and long-term stakeholder value.

ESG Pillars



Environmental



Social



Governance

Strategic Objectives

Build More Sustainable Supply Chains

by improving transparency, reducing environmental impacts and supporting customers in achieving their sustainability objectives.



Empower People & Communities

by creating a safe, inclusive and rewarding workplace while supporting the communities in which we operate.



Strengthen Responsible Governance

through high standards of ethics, accountability and transparency across our business and supply chain.



Key Measures

- Greenhouse Gas Emissions (Scope 1, 2 & 3)
- Supplier ESG Assessments
- Sustainable Procurement Coverage
- Waste & Resource Management
- Customer Carbon Reporting Capability

- Employee Engagement
- Training & Development
- Diversity & Inclusion
- Health & Wellbeing
- Community Investment

- ESG Governance Framework
- Policy Compliance
- Risk Management
- Supplier Code of Conduct Adoption
- ESG Reporting & Transparency

Environmental Reporting



Building More Sustainable Supply Chains

The movement of goods is fundamental to global trade and economic growth. As a freight forwarding and logistics solutions provider, Unsworth recognises the important role we play in supporting more sustainable supply chains.

As an asset-light business, the majority of our environmental impact occurs within the wider logistics value chain rather than our direct operations. Our environmental approach therefore focuses on the areas where we can have the greatest influence through transparency, responsible business practices, sustainable procurement, supplier engagement and customer support.

By improving visibility across our supply chain and continuously strengthening environmental performance, we aim to contribute positively to the long-term sustainability of the logistics sector.



Environment at a Glance

Reporting Period

1 November 2024 – 31 October 2025 (2024/25)

Key Highlights

- EcoVadis Bronze Sustainability Rating achieved, placing Unsworth in the Top 35% of companies assessed globally.
- Annual Scope 1, Scope 2 and Scope 3 greenhouse gas inventory completed.
- Environmental Policy and Energy & Carbon Management Framework implemented.
- Sustainable procurement controls and supplier ESG assessment processes expanded.
- Office waste reduction and recycling initiatives continued
- Continued enhancement of customer carbon reporting capability.

Environmental Performance Snapshot

Metric	2024/2025
Total Emissions	78,255,528 kg CO ₂ e
Scope 3 Share of Emissions	greater than 99.9%
ESG-Assessed Suppliers	30
EcoVadis Rating	Bronze
Customer Carbon Reporting Platform	Pathway



Environmental Strategy & Priorities

Environmental sustainability is an important part of how Unsworth manages risk, supports customers and delivers long-term value. Our environmental strategy focuses on five priority areas

Climate and Carbon Management

Understanding, measuring and managing greenhouse gas emissions across our operations and value chain.

Sustainable Supply Chain

Working collaboratively with suppliers and logistics partners to improve environmental performance and transparency.

Energy and Resource Efficiency

Reducing energy consumption and promoting responsible use of resources throughout our operations.

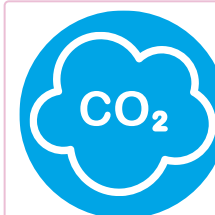
Waste and Circularity

Reducing waste generation, encouraging recycling and supporting responsible disposal practices.

Customer Sustainability Support

Providing emissions reporting and environmental insights that help customers better understand supply chain impacts.

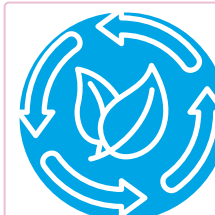
Our priority goals:



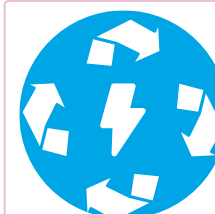
Improve Scope 3 emissions visibility and reporting quality.



Strengthen supplier ESG engagement and environmental due diligence.



Expand sustainable procurement controls.



Reduce resource consumption across office operations.



Enhance customer carbon reporting capabilities.



Increase environmental transparency throughout the logistics value chain.



Climate & Carbon Management

Climate change remains one of the most significant challenges facing global supply chains and the logistics sector.

Unsworth calculates greenhouse gas emissions annually in accordance with recognised methodologies aligned with the Greenhouse Gas Protocol and UK Government conversion factors.

Our inventory includes Scope 1, Scope 2 and relevant Scope 3 emissions, providing visibility of environmental impacts across our operations and value chain.

As an asset-light organisation, the majority of our emissions occur within the wider logistics supply chain.

Understanding these impacts enables us to identify emissions hotspots, improve reporting quality and support informed decision-making.

Improving Scope 3 visibility remains a key focus area as we continue to strengthen environmental reporting and transparency.

Our Emissions Inventory

Scope 1

Direct Emissions

Emissions from Sources that are owned or controlled by Unsworth.

Scope 2

Indirect Emissions from energy

Emissions from the generation of purchased electricity, steam, heating and cooking.

Scope 3

Other indirect emissions

Emissions that occur in our wider value chain both upstream and downstream.





Understanding Our Emissions Profile

Our greenhouse gas emissions profile reflects the nature of our business and the services we provide to customers across global supply chains. More than 99% of reported emissions fall within Scope 3 activities, primarily associated with outsourced transportation and logistics services.

As a result, supplier engagement, customer collaboration and emissions transparency remain critical to understanding and managing our environmental impacts.

Emissions Composition

- Scope 1: less than 0.1% of total emissions.
- Scope 2: less than 0.1% of total emissions
- Scope 3: greater than 99.9% of total emissions.

Scope	Change	2024/25(kg CO ₂ e)	2023/24 (kg CO ₂ e)
Scope 1	-10%	29,716	33,106
Scope 2	-12%	6,924	7,864
Scope 3	44%	78,218,888	54,308,789
Total	44%	78,255,528	54,349,759

Greenhouse Gas (GHG) Emissions

Greenhouse gas (GHG) emissions are calculated in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. Emissions are reported across Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased electricity) and Scope 3 (value chain emissions) using UK Government greenhouse gas conversion factors.

2024/25 Highlights

Scope 1 emissions reduced by 10.2% through improved operational efficiency.

Scope 2 emissions reduced by 11.9%, reflecting lower carbon intensity of purchased electricity.

Scope 3 emissions increased in line with business growth, driven by higher shipment volumes, new customer contracts and expansion into export markets, including Africa.

Capital Goods emissions reduced following the one-off purchase of two electric vehicles during 2023/24.

Scope 3 continues to account for 99.95% of Unsworth's total carbon footprint.

Carbon Footprint Summary

November 2024 to October 2025 Reporting Period (2024/25)

Scope 1 Scope 2 Scope 3

		2023/24		2024/25	
Scope		Emissions CO2e kg	% of Total	Emissions CO2e kg	% of Total
Scope 1 Direct emissions from vehicles and facilities		33,106	0.06%	29,716	0.04%
Scope 2 Indirect emissions from electricity and gas		7,864	0.01%	6,924	0.01%
Scope 3 Indirect Emissions	Category 1 Purchased goods and services	79,093	0.15%	87,107	0.11%
	Category 2 Capital goods	42,913	0.08%	20,008	0.03%
	Category 5 Operational waste	98	0.00%	87	0.00%
	Category 6 Business travel	34,926	0.06%	72,193	0.09%
	Category 7 Employee commuting	24,021	0.04%	35,402	0.05%
	Category 11 Use of sold products	54,127,738	99.59%	78,004,091	99.68%
	Scope 3 Total Emission	54,308,789	99.92%	78,218,888	99.95%
Total		54,349,759	100%	78,255,528	100%

CO2 emission performance

Operational emissions continued to improve during 2024/25, with Scope 1 emissions decreasing by 10.2% and Scope 2 emissions decreasing by 11.9%, reflecting improved fuel efficiency, reduced natural gas consumption and continued energy management initiatives.

Total greenhouse gas emissions increased by 44.0%, driven primarily by Scope 3 Category 11 – Use of Sold Products, which represents over 99% of our total carbon footprint. As an international freight forwarder, the majority of our emissions arise from the transportation of customers' goods across our logistics network.

The increase in Category 11 emissions reflects business growth rather than reduced environmental performance. During the reporting period, Unsworth secured new customer contracts, increased shipment volumes from existing customers and expanded into new export markets, particularly Africa. This growth resulted in higher freight activity and associated value chain emissions.

Emissions from Capital Goods (Category 2) reduced significantly as the previous reporting period included the one-off purchase of two electric vehicles. No comparable capital investments were made during 2024/25.

CO2 Emission Breakdown by Scopes

Scope 1 – Direct Emissions

Scope 1 emissions arise from company-owned vehicles and natural gas consumption.

Source	2023/24 (kg CO ₂ e)	2024/25(kg CO ₂ e)
Company Vehicles	2,052	3,169
Natural Gas	31,053	26,546
Total Scope 1	33,106	29,716

Performance

Scope 1 emissions reduced by 10.2%, primarily due to lower natural gas consumption. Vehicle-related emissions increased slightly due to higher operational activity but were more than offset by reductions in natural gas usage.

Scope 2 – Indirect Energy Emissions

Scope 2 emissions relate to purchased electricity used across our offices and facilities.

Source	2023/24 (kg CO ₂ e)	2024/25(kg CO ₂ e)
Purchased Electricity	7,864	6,924
Total Scope 2	7,864	6,924

Performance

Scope 2 emissions reduced by 11.9%, reflecting the lower carbon intensity of purchased electricity together with continued improvements in energy efficiency.

Scope 3 – Value Chain Emissions

Scope 3 emissions remain our most significant environmental impact, representing 99.95% of our total carbon footprint.

Category	2023/24 (kg CO ₂ e)	2024/25(kg CO ₂ e)
Purchased Goods & Services	79,093	87,107
Capital Goods	42,913	20,008
Operational Waste	98	87
Business Travel	34,926	72,193
Employee Commuting	24,021	35,402
Use of Sold Products	54,127,738	78,004,091
Total Scope 3	54,308,789	78,218,888

Scope 3, Category 11 – Use of Sold Products

Transport Mode	2023/24 (kg CO ₂ e)	2024/25(kg CO ₂ e)
Road	5,096,453	6,276,163
Sea	41,310,547	66,042,378
Air	7,720,687	5,682,651
Rail	51	2,755
Logistics Hub	-	144
Total	54,127,738	78,004,091

Performance

Sea freight remained the largest contributor to Category 11 emissions, accounting for approximately 85% of transport-related emissions during 2024/25. The increase reflects higher shipment volumes associated with business growth, while the reduction in air freight emissions demonstrates a continued focus on selecting more carbon-efficient transport solutions where operationally feasible.

Performance Summary

While our overall carbon footprint increased in line with business growth, we continued to reduce emissions from our direct operations through improved fuel and energy efficiency.

Looking ahead, our focus remains on improving carbon efficiency, enhancing the quality of Scope 3 emissions data and working collaboratively with customers and logistics partners to identify lower-carbon transport solutions across our expanding global logistics network.



Sustainable Supply Chain

Creating more sustainable supply chains requires collaboration across customers, suppliers, carriers and logistics partners.

Because the majority of our environmental footprint occurs beyond our direct operational control, supplier engagement remains one of the most important elements of our environmental programme.



Understanding the Increase



During the reporting period, Unsworth continued to strengthen its sustainable procurement framework through ESG-integrated supplier onboarding, supplier assessments and procurement processes.



Environmental expectations are communicated through supplier ESG assessments, the Supplier Code of Conduct, the Sustainable Procurement Policy, ESG contractual clauses, and supplier review and monitoring processes.



These controls are intended to strengthen environmental transparency while encouraging suppliers to demonstrate responsible environmental management practices.



By embedding ESG considerations into supplier management, we aim to improve environmental performance across the supply chain and better support customer sustainability requirements.



Supplier engagement is a key driver of our environmental strategy and essential to building more sustainable supply chains together.



Embedded Sustainability

Real-Time Carbon Accounting Built into Every Shipment

To support customers on their sustainability journey, Unsworth has embedded carbon accounting directly into the Pathway platform. Rather than relying on retrospective estimates, emissions are calculated throughout the shipment lifecycle, providing customers with accurate, transparent and actionable carbon data in real time.

As customer expectations and sustainability reporting requirements continue to evolve, organisations need greater visibility of transport emissions. Pathway delivers shipment-level carbon reporting that enables businesses to understand, monitor and reduce the environmental impact of their supply chains.

Built for Accurate and Transparent Carbon Reporting

Pathway combines recognised industry methodologies with primary operational data to produce reliable emissions calculations.

Primary Data Integration

Where available, calculations use carrier-provided fuel consumption, routing and load factor data to improve accuracy and reduce reliance on industry averages.

Shipment-Level Carbon Accounting

Emissions are calculated for each stage of a shipment across multiple transport modes, providing detailed visibility throughout the supply chain.

Mode-Specific Methodology


Calculations reflect the operational characteristics of different transport modes, including ocean, air and road freight, using mode-appropriate emissions factors.

Internationally Aligned Methodology

Carbon calculations are based on the Global Logistics Emissions Council (GLEC) Framework and aligned with ISO 14083 and the Greenhouse Gas Protocol, providing consistent, auditable and transparent reporting.

Turning Data into Action

By embedding carbon accounting within operational workflows, Pathway enables customers to access emissions information as freight moves—supporting faster decision-making, improved reporting and more effective emissions reduction strategies.



Digital emissions reporting forms part of Unsworth's commitment to transparency, data quality, and supporting customers on their sustainability journey.

Pathway: Real-Time Carbon Accounting for Every Shipment

S00046764 Shipment Information

Information | Tracking | Documentation | Live Chat

This shipment has produced a total of **10,041.39 kg CO₂e** from **12,681 t-km** of activity, with an intensity ratio between **0.009 kg** and **0.015 kg CO₂e/t-km**.

Emissions Analysis: **WHL-to-Tank** 840.31 kg CO₂e | **Tank-to-Wheel** 9201.08 kg CO₂e

Distance: 1,957 km (1,216 miles)

Vessel Details: CMA CGM Americana 123

Weight: 67,000 kg shipped as 6 TEU

Emission Scope: **Scope 3** | **Category 4**

Container Information

- + MSKU1234567 40HC **VIEW DATA** **VIEW TRACKING**
- + MSKU1234567 40HC **VIEW DATA** **VIEW TRACKING**
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Customer Carbon Transparency

Building on Pathway's real-time emissions capability, customers receive accurate, shipment-level carbon data that supports sustainability reporting, regulatory compliance and informed supply chain decisions.

Using activity-based emissions calculations aligned with the GLEC Framework, ISO 14083 and the Greenhouse Gas Protocol, Pathway provides consistent, traceable and auditable carbon data across multiple transport modes, helping organisations strengthen their Scope 3 emissions reporting.



Supporting Customer

to:



Improve Scope 3 emissions reporting.



Increase visibility of supply chain carbon impacts.




Identify emissions hotspots across transport networks.



Support sustainability disclosures and reporting obligations.



Inform emissions reduction and logistics optimisation strategies.

 Digital emissions reporting forms part of Unsworth's commitment to transparency, data quality, and supporting customers on their sustainability journey.



Energy, Waste & Resource Management

Although direct operational emissions represent only a small proportion of our overall footprint, responsible management of energy, resources and waste remains an important aspect of our environmental programme.

Throughout the reporting period, we continued to monitor electricity and gas consumption, encourage efficient workplace practices and promote responsible use of resources across our operations. Digital-first ways of working and ongoing employee awareness initiatives support our efforts to minimise unnecessary energy and resource consumption.

As an office-based organisation, our operational waste footprint remains relatively low. Our approach focuses on reducing paper consumption, encouraging digital workflows, supporting recycling and waste segregation, and ensuring the responsible disposal of electronic equipment. Through these initiatives, we aim to minimise waste generation and support more sustainable use of resources across our operations.



EcoVadis Recognition

During the reporting period, Unsworth achieved an EcoVadis Bronze Sustainability Rating, placing the business in the Top 35% of companies assessed globally. EcoVadis assesses organisations across four key pillars: Environment, Labour and Human Rights, Ethics, and Sustainable Procurement.

The Bronze rating reflects progress made in strengthening environmental governance, supplier engagement, sustainability reporting and responsible business practices. This independent assessment provides external recognition of the progress made to date and supports our commitment to continuous improvement across ESG performance.





Our 2030 Environmental Ambition

As a logistics business operating within complex global supply chains, Unsworth recognises that meaningful environmental progress requires long-term commitment, transparency and collaboration.

By 2030, we aim to strengthen environmental visibility across our operations and value chain, embed sustainability more deeply into supplier management and procurement processes, and enhance the environmental insight available to customers.

Through transparency, collaboration and continuous improvement, Unsworth remains committed to supporting more sustainable global supply chains and contributing positively to the future of the logistics industry.



ENVIRONMENT

FOCUS AREA	2030 AMBITION
Carbon Transparency	High-quality, consistent reporting across material emissions sources
Sustainable Supply Chain	Sustainability embedded throughout supplier engagement and procurement activities
Customer Sustainability Support	Enhanced emissions visibility and reporting capability for customers
Environmental Governance	A mature environmental management framework that supports continuous improvement

Social Reporting



Social at a Glance

Our people are fundamental to the success of Unsworth. As a people-driven logistics provider, we recognise that creating a safe, inclusive and supportive workplace is essential to delivering excellent service for our customers and building a sustainable business.

Throughout 2024/2025, we continued to invest in employee development, wellbeing and workplace culture while maintaining strong standards of labour practices, diversity and health and safety.

Our approach is guided by our Labour & Human Rights Policy, Diversity, Equality & Inclusion Policy, Health & Safety Framework and Training & Development Programme.

By investing in our people and fostering an inclusive culture, we aim to create an environment where employees can develop, contribute and thrive.

Social Highlights 2025

Metric	2025
Total Employees	79
Nationalities Represented	16
Average Employee Age	43
Average Training Hours per Employee	15
Internal Mobility Opportunities	10
Work Related Injuries	0
Work related Illnesses	0
Human Rights Violations	0
Modern Slavery Incidents	0
Living Wage Accreditation	Maintained

Our People

Unsworth's success is built on the expertise, commitment and diversity of our people.

At the end of 2025, our workforce comprised 79 employees across our UK operations, representing 16 different nationalities and a broad range of professional backgrounds. This diversity reflects both the international nature of our business and the global supply chains we support.

We remain committed to attracting, developing and retaining talented individuals by providing meaningful career opportunities, competitive remuneration and a supportive working environment.

Our workforce continues to benefit from a hybrid working model that promotes flexibility while supporting collaboration, productivity and employee wellbeing.

Workforce Profile 2025

Metric	2025
Total Employees	79
Nationalities Represented	16
Average Employee Age	43
Female Representation	32.9%
Female Management Representation	22.73%
Average Length of Service	7 Years

Diversity, Equity & Inclusion

We believe that diverse teams drive innovation, improve decision-making and strengthen organisational performance.

Our Diversity, Equality & Inclusion Policy promotes equal opportunity and ensures that recruitment, promotion, development and reward processes are fair, transparent and free from discrimination.

We continue to monitor workforce diversity and seek to create an inclusive environment where all employees are respected and supported.

Our Commitments

- Equal opportunities throughout recruitment and promotion.
- Fair and transparent remuneration practices.
- Zero tolerance for discrimination, harassment and victimisation.
- Reasonable workplace adjustments where required.
- Ongoing monitoring of workforce diversity indicators.

Diversity Performance

Indicator	2024	2025
Female Workforce Representation	35.10%	32.90%
Female Representation in Management	18.50%	22.73%
Nationalities Represented	15	16

While female representation within management remains an area for improvement, we remain committed to promoting equal opportunities and supporting career progression across all levels of the organisation.

Learning & Development

Continuous learning is critical to both employee development and organisational success.

Our Training & Development Policy supports a culture of lifelong learning through structured onboarding, technical training, leadership development and professional qualifications.

Throughout 2024/2025, employees completed over 1,000 hours of learning and development activity across a combination of face-to-face and remote training programmes.

We also continued to promote internal career progression, with employees benefiting from promotion opportunities, role changes and career development pathways across the business.

Development Highlights 2025

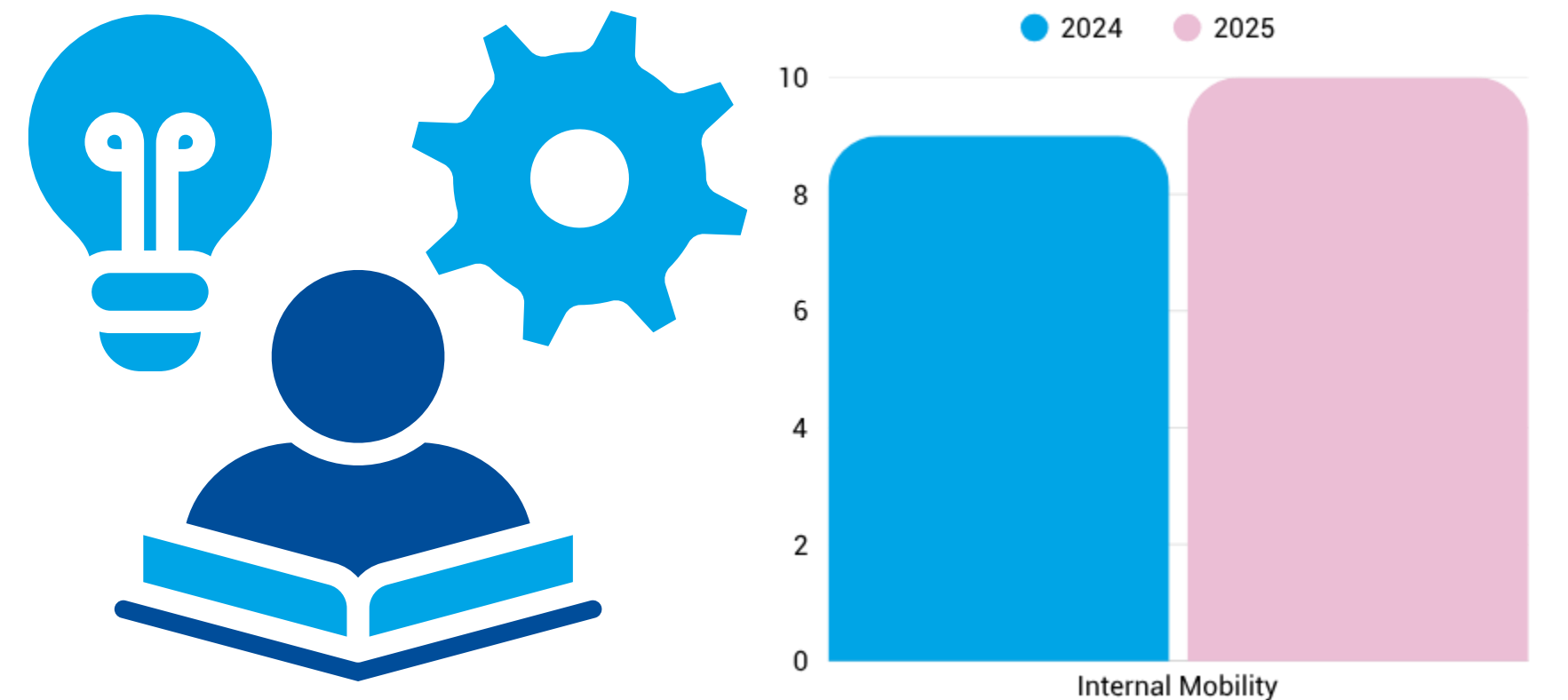
- Over 1,000 training hours completed.
- Internal promotions and career progression opportunities.
- Leadership and management development.
- Technical and compliance training.
- Structured onboarding for all new employees.

By investing in skills development, we strengthen employee capability while supporting long-term career growth.

Internal Mobility

Supporting career progression remains a key priority. During 2024/2025, employees benefited from a range of internal development opportunities, including promotions and role changes across the business.

Internal Mobility	2024	2025
Internal Mobility Opportunities	9	10



Employee Wellbeing

Supporting employee wellbeing remains a key component of our people strategy.

We recognise that employee wellbeing extends beyond physical health and includes mental, emotional and financial wellbeing. Our approach combines flexible working, health support services and employee assistance programmes to help our people thrive both inside and outside the workplace.



Simplyhealth Employee Benefits

All eligible employees have access to Simplyhealth, providing support across a range of health and wellbeing services including:

- 24/7 virtual GP access.
- Mental health support.
- Counselling services.
- Physiotherapy and musculoskeletal support.
- Health cash plan benefits.
- Everyday healthcare assistance.



Wellbeing Support

Additional wellbeing initiatives include:

- Hybrid working arrangements.
- Flexible working opportunities.
- Employee Assistance Programme (EAP).
- Mental health awareness initiatives.
- Regular wellbeing communications through Unsworth intranet.
- Access to wellbeing resources and guidance.

Through these initiatives we aim to foster a healthy, engaged and resilient workforce.

Employee Voice

Employee feedback remains an important part of our people strategy. Through regular employee surveys, manager feedback discussions and ongoing engagement activities, we seek to understand employee experiences and identify opportunities to strengthen workplace culture, wellbeing and development.

Insights from employee engagement surveys continue to guide workplace improvements and shape targeted wellbeing initiatives, helping us foster a positive, supportive, and high-performing work environment.



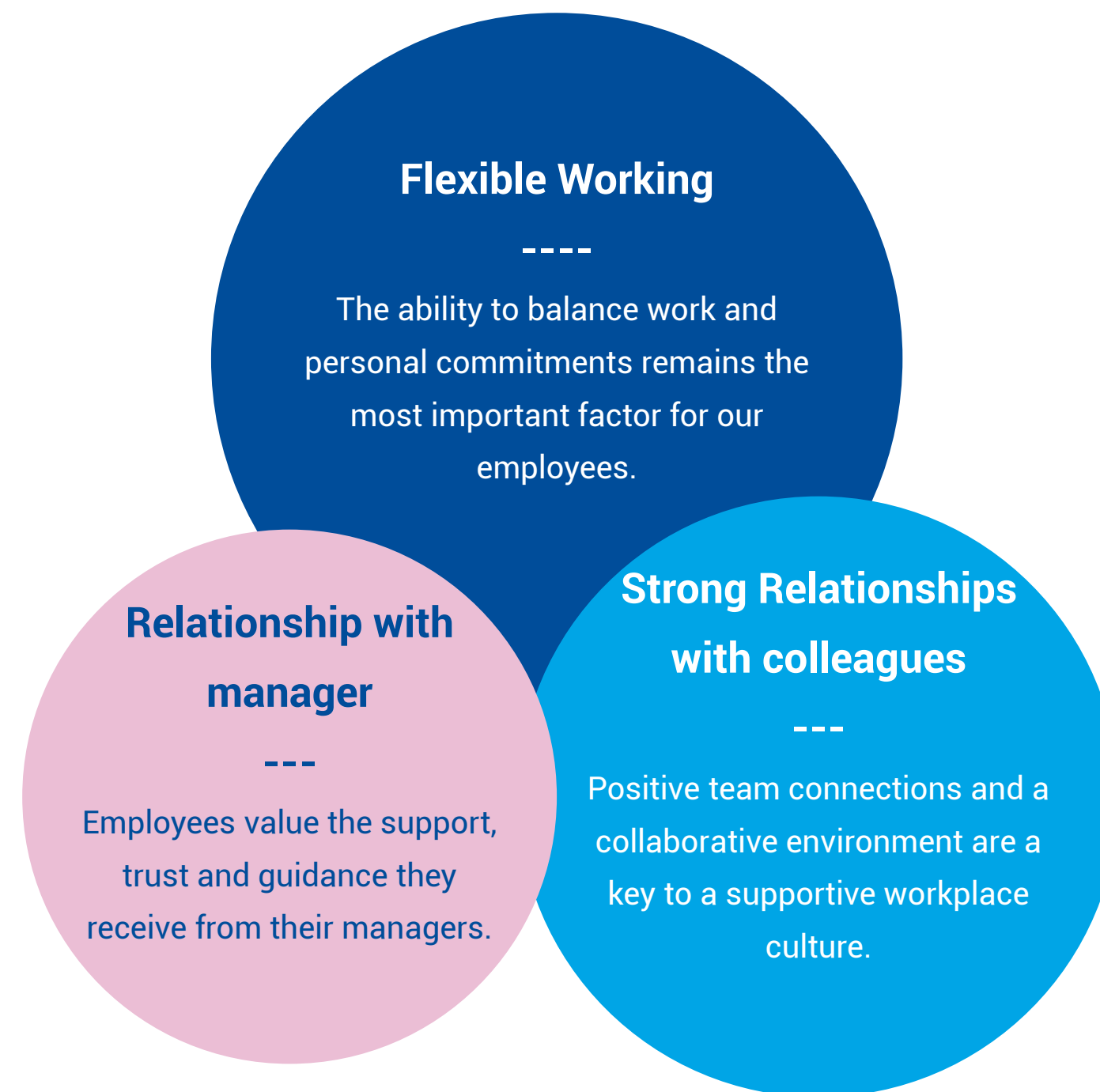
Employee Engagement Survey

The likelihood of employees remaining at Unsworth over the next two years is strong, with 79% of respondents stating their intention to stay.

Survey participation increased by 3% from 2024 to 2025, reflecting higher engagement and feedback confidence.

“Our people continue to highlight the strength of our culture and the importance of flexibility, relationships and leadership in creating a positive work environment.”

Key Retention Factors



These insights help us continue to build a workplace where our people feel supported, connected and able to thrive.



Community Engagement

Supporting the communities in which we live and work is part of our commitment to being a responsible business.

In the 2024/25 reporting period, Unsworth continued its Employee Fundraising Matching Scheme, enabling employees to support charitable causes while the business contributes alongside their fundraising efforts.

2024/2025 Highlights

- Employee Fundraising Matching Scheme maintained.
- Three employee fundraising initiatives supported.
- Up to four fundraising events eligible for matched funding each year.
- Continued promotion of employee participation in charitable and community activities.

Through employee-led fundraising and community engagement, we aim to create a positive impact beyond our business operations and support causes that matter to our people.

Looking Ahead

We will continue to promote the Employee Fundraising Matching Scheme and encourage greater employee involvement in charitable and community initiatives across the business.



Health & Safety

The health, safety and wellbeing of our employees remains a fundamental responsibility.

Our Health & Safety Policy and Health & Safety Handbook provide a comprehensive framework for managing workplace risks, promoting safe working practices and ensuring compliance with relevant legislation.

Health and safety performance is monitored through incident reporting, workplace risk assessments, training and management oversight.



Performance

KPI	2024	2025
Work-Related Injuries	0	0
Work-Related Illnesses	0	0
Lost Time Incidents	0	0
RIDDOR Reportable Incidents	0	0

We are pleased to report that no work-related injuries or illnesses were recorded during the reporting period.

Labour & Human Rights

Respect for human rights and fair labour practices is fundamental to our business.

Our Labour & Human Rights Policy aligns with UK employment legislation, International Labour Organization (ILO) principles and internationally recognised human rights standards. We are committed to maintaining a workplace that is safe, fair, inclusive and free from exploitation.

These commitments are supported through our Labour & Human Rights Policy, Modern Slavery Statement, Diversity, Equality & Inclusion Policy and employee grievance procedures.

Unsworth remains an accredited Living Wage Employer and is committed to providing fair pay that reflects the real cost of living. We believe fair remuneration is fundamental to employee wellbeing, financial security and responsible employment practices.

Employees have access to confidential grievance and whistleblowing mechanisms that support an open and transparent workplace culture. Performance relating to whistleblowing, ethics and compliance is reported within the Governance section of this report.

Our Commitments

- Zero tolerance for forced labour and human trafficking.
- Prevention of child labour.
- Fair remuneration and equal opportunities.
- Respect for employee rights and dignity.
- Freedom from discrimination, harassment and retaliation.

2024/25 Performance

- 0 human rights violations reported.
- 0 modern slavery incidents identified.
- 0 labour rights breaches reported.

Social Performance Indicators

These indicators support oversight of workforce diversity, employee development, retention, wellbeing and labour practices, while helping us identify opportunities for continuous improvement.

Key Workforce Insights

- Workforce increased from 77 to 79 employees.
- Representation increased to 16 nationalities.
- Internal mobility opportunities increased from 9 to 10.
- Employee turnover increased to 23.23%, highlighting the continued importance of employee engagement, development and retention initiatives.

KPI	23/24	24/25
Total Employees	77	79
Female Workforce Representation	35.10%	32.90%
Female Representation in Management	18.50%	22.73%
Nationalities Represented	15	16
Average Employee Age	43	43
Employee Turnover	18.96%	23.23%
Average Employee Tenure	7.5	7

KPI	23/24	24/25
Internal Mobility	9	10
Average Training Hours per Employee	13	15
Work Related Injuries	0	0
Work related Illnesses	0	0
Human Rights Violations	0	0
Employee Fundraising Initiatives Supported	0	3

Our 2030 Social Ambition

Our long-term ambition is to create a workplace where employees can thrive, develop their careers and contribute to a positive and inclusive culture.

As our business continues to evolve, we remain committed to creating a positive workplace culture that supports employee wellbeing, development and engagement.

By investing in our people and fostering an inclusive workplace culture, we will continue to support sustainable business growth while creating long-term value for employees, customers and stakeholders.



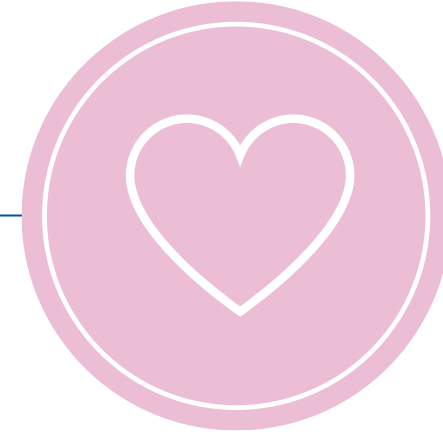
Employee Development

Enhance learning and career progression opportunities across the business



Diversity & Inclusion

Improve representation and promote equal opportunities at all levels



Employee Wellbeing

Strengthen wellbeing support and employee engagement



Health & Safety

Maintain a strong safety culture and positive performance



Labour & Human Rights


Continue to uphold high standards of employee welfare and workplace rights

Governance Reporting



Governance at a Glance


Governance Highlights 2024/25



EcoVadis Bronze
Sustainability Rating achieved




Supplier Ethics Policy and Supplier Code of Conduct
implemented



Code of Conduct Framework
implemented across the business




Modern Slavery and Human Rights
commitments maintained



Whistleblowing Policy
reviewed and maintained



Certified Living
Wage Employer



Anti-Bribery & Corruption
controls strengthened



ESG governance integrated
into supplier onboarding and procurement processes.

Governance Overview

Strong governance is fundamental to the way Unsworth operates. We believe responsible business practices, ethical decision-making and effective oversight are essential to maintaining the trust of our employees, customers, suppliers and wider stakeholders.

Our governance framework supports transparency, accountability and compliance across all areas of the business. Through clear policies, defined responsibilities and ongoing monitoring, we seek to manage risks effectively while promoting a culture of integrity and responsible business conduct.

During the reporting period 2024/25, we continued to strengthen our governance framework through policy development, employee engagement, supplier oversight and enhanced ESG reporting practices.



Governance Structure

Governance oversight is led by senior leadership and supported by managers and employees across the business. Clear responsibilities and accountability help ensure that ESG considerations are integrated into decision-making, risk management and day-to-day operations.

Governance performance is reviewed through management reporting, employee feedback, training records, compliance monitoring and ESG reporting activities. This structure helps ensure accountability, transparency and responsible decision-making across the organisation.



Board of Directors

Provides strategic direction and oversight of business performance, risk management and long-term sustainability priorities.



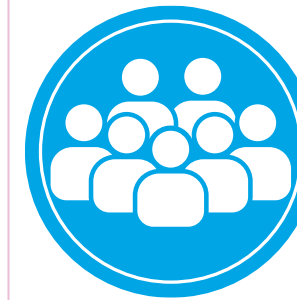
Managing Director

Responsible for overall governance oversight, ESG strategy implementation and organisational accountability.



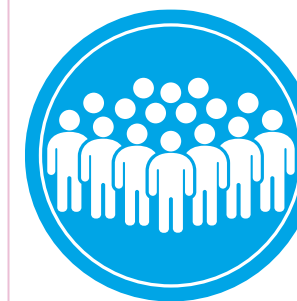
Head of HR & ESG

Leads ESG programme implementation and reporting, oversees Labour & Human Rights, diversity and inclusion, whistleblowing arrangements, employee engagement and governance policy management.



Department Managers

Responsible for implementing policies, supporting compliance, managing operational risks and embedding ESG considerations within their teams.



Employees

Responsible for complying with company policies, completing required training and reporting concerns through appropriate channels.

Ethics & Business Conduct

Unsworth is committed to conducting business ethically, responsibly and in compliance with applicable laws and regulations.

Our Ethics Framework establishes the standards of behaviour expected across the organisation and is supported by policies covering anti-bribery and corruption, gifts and hospitality, whistleblowing, supplier ethics and modern slavery.

We maintain a zero-tolerance approach to bribery, corruption, fraud and unethical conduct. Employees are expected to act with honesty, integrity and professionalism in all business activities and relationships.

Ethical business conduct remains a core element of our culture and supports long-term relationships with customers, suppliers and other stakeholders.

Risk Management

Effective governance requires the proactive identification, assessment and management of risks that may impact our business, stakeholders and long-term sustainability objectives.

Unsworth adopts a risk-based approach to governance and compliance, supported by management oversight, policy frameworks and regular review processes. Governance-related risks are monitored across key areas including ethics, bribery and corruption, labour and human rights, supplier compliance, data protection and regulatory obligations.

Risk assessments help identify areas of potential exposure and support the implementation of appropriate controls, policies and mitigation measures. Where risks are identified, corrective actions are reviewed and monitored through management oversight processes.

Looking Ahead

As our ESG programme continues to develop, we remain focused on

- strengthening governance controls
- improving risk visibility
- ensuring that ESG considerations are integrated into business decision-making
- Enhancing supplier management activities.



Whistleblowing & Speak-Up Culture

We are committed to fostering an open and transparent workplace where employees can raise concerns without fear of retaliation.

Our Whistleblowing Policy provides confidential reporting channels and designated officers responsible for investigating concerns fairly and independently. Employees are encouraged to report suspected misconduct, unethical behaviour, breaches of policy, health and safety concerns or other matters of concern.



Confidential Reporting



Independent Investigation



Speak Up Culture

We believe a strong speak-up culture supports accountability, strengthens governance and helps identify issues before they become significant risks.

During 2024/2025 reporting period, no whistleblowing cases were reported through formal reporting channels.

Responsible Supply Chain Governance

As a logistics provider, many of our environmental, social and governance impacts occur within the wider supply chain. Responsible supplier engagement therefore forms an important part of our governance framework.

Our Supplier Ethics Policy and Supplier Code of Conduct establish expectations relating to:

- Legal and regulatory compliance
- Human rights and labour standards
- Anti-bribery and corruption
- Ethical business conduct
- Health and safety
- Environmental responsibility

ESG considerations are incorporated into supplier onboarding and assessment processes, supporting greater transparency and accountability throughout the supply chain.

Through these activities, we aim to promote responsible business practices beyond our direct operations and strengthen governance across our supplier network.

Governance KPIs

Strong governance is supported by transparent reporting and continuous monitoring of key performance indicators.

The following metrics provide an overview of governance-related performance during the reporting period 2024/25.

During the reporting period, no confirmed incidents of corruption, modern slavery or whistleblowing cases were reported. We continued to strengthen governance controls through policy development, employee awareness initiatives and supplier ESG engagement activities.

Metric	2024/2025
Average Training Hours per Employee	15
Whistleblowing Cases Reported	0
Confirmed Corruption Incidents	0
ESG-Assessed Suppliers	0
EcoVadis Rating	Bronze



Training & Awareness

Training and awareness play an important role in embedding governance throughout the organisation. Employees receive training and guidance on relevant policies, procedures and workplace responsibilities. Governance-related training covers:



Ethics



Whistleblowing



Labour & Human Rights



Health & Safety



Equality & Diversity



Responsible Business Conduct



Training and awareness play an important role in embedding governance throughout the organisation. Employees receive training and guidance on relevant policies, procedures and workplace responsibilities. Governance-related training covers:



15 Hours

During 2024/25 reporting period, employees completed an average of more than 29 hours of training, supporting professional development, compliance and organisational capability.





Future Governance Priorities

Strong governance remains fundamental to our long-term success and sustainability strategy.



Our 2030 ambitions will continue to focus on:

-  Expanding supplier ESG assessment and monitoring activities.
-  Continuing to review governance-related risks and controls.
-  Enhancing governance reporting and performance monitoring.
-  Supporting a culture of transparency, accountability and ethical business conduct.
-  Strengthening employee awareness of governance policies and procedures.
-  Further integrating ESG considerations into business decision-making and supplier management processes.

 These priorities will support the continued development of our governance framework and help ensure that Unsworth remains a responsible, resilient and trusted business partner.

Project Team



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Hayley Thomas
HR & ESG Team



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HR & ESG Team

Cesar Caicedo
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Paul Collins
PMO Team



Research Team